

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1992 #115

Memphis Teamsters to Launch Petition Campaign

Southern Teamsters Push For Conference Reforms

Teamsters in the Southern Conference are organizing to finish the job. They played a major role in electing new leadership at the International union. But Teamsters in the South have learned that officials like Jerry Cook and Luther Watson are still in control of the conference purse strings, the area grievance panels and the Central States Pension Fund. From this position, Cook and his old-guard cronies are attempting to block important reform programs being developed by Ron Carey and the new General Executive Board.

"We voted against Cook and he's running our conference, but we're not going to stand by and let this happen," said Calvin Davis, chairman of the Memphis TDU chapter. "We're uniting with rank and file Teamsters across the Southern Conference, and with union officials who are looking to the future, to do something about it."

Memphis Teamsters are launching a conference-wide petition campaign this summer calling for the old guard in the conference to get out of the way of reforms. In the coming weeks they will be asking Southern Conference Teamsters to get as active in this effort as they did in the IBT election.

Why's Old Guard in Control?

The four area conferences in the United States (Southern, Central, Eastern and Western) are still controlled by the old guard. In fact, in each case they are controlled by exactly the same officials who were overwhelmingly rejected by the membership in the historic election last December.

They do this through an undemocratic conference structure that has not yet been reformed. Jerry Cook, defeated easily last December in the Southern Conference race for International VP, still controls the conference, as chairman of its "policy committee."

The two key positions of power are

the area director (Doug Mims in the Southern), appointed by the General President, and the chairman (Cook) of the policy committee, which is selected at the conference convention. All four U.S. conferences of the IBT are structured similarly.

The conference conventions meet every four years (the next one in the Southern is in June 1993) and each local, joint council and state con-

ference sends two delegates to that convention. Unlike the elected delegates to our last IBT Convention, the same old officials are automatically delegates to the conference conventions.

The delegates to the Southern Conference convention select a 10-member policy committee. The policy committee then chooses a chairman and a

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SEE PAGE 11

Big Brown Gets Bigger

UPS turned in an astounding performance during the recession year 1991 on record revenue.

- Profit Before Taxes—\$1.22 billion, up 22%
- Profit After Taxes—\$700 million, up 17.3%
- Operating Ratio—91.7

U.S. profits continue to fund overseas expansion (see pages 6-7).



TEAMSTER SOLIDARITY FOR KROGER STRIKE. UFCW strikers from Detroit demonstrated at Kroger's annual shareholders meeting in Cincinnati on May 21, joined by Teamsters from Cincinnati Local 100 (see page 8).

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

Dealing With 'Termites and Backside-Kissers' in Our Union

David Bowden
Local 480, UPS
Nashville, Tenn.

Some basic truths were learned during the Great Depression of the 1930s, which the government and, more importantly, many citizens have forgotten. The first lesson was that corporate America, with its self-serving agenda, could not be depended on to run the country. Another hard lesson was that when the government maintained a "big business" policy, with disregard for the American worker and a heavy foot on the neck of labor unions, the country as a whole suffered.

Guest Opinion

Before the '30s, these policies allowed corporate America to operate with reckless abandon, and condemned the majority of society to disgraceful living standards. It also resulted in one hell of an economic blowout.

It almost sounds like our situation today. The irony of the whole thing is that what cured the problem back then

was to increase workers' wages and spending power, and legislate labor reforms. That is what got America back on its feet. That is what made America a great land of opportunity.

... our wish as rank and file Teamsters is to have a strong and vibrant union whose strength is measured by the integrity and credibility of its elected officers and BAs, and the members they represent.

It doesn't require a political scientist to understand the benefits of collective bargaining. But with big business and government doing well in today's economic reality, and with scabbing being what it is, I think we all know who the wolves at the door are.

As Teamsters, we take pride in our house. And as responsible homeowners, we know a house is only as strong as its foundation. We know that our house has weathered some severe storms, including a major hurricane last December. The only trifling problem we still have after the bad weather is a few cowardly termites hiding out in the woodwork.

Now, I don't know about you, but I know the difference between chicken salad and chicken manure, and I'm telling you we are infested with some yellow-bellied termites. To rid ourselves

of this infestation, we must first be able to identify just exactly what a termite is:

1. Union officials who undermine the union by compromising their integrity when dealing with the employer.

2. Union officials who cut our wages and our ability to keep up with inflation because they sell us short at the bargaining table.

3. Union officials who sell us out in grievances because they sympathize more with the employers than they do with us.

These termites are not dormant but are trying to destroy the very strength and fiber of this great union. In their heart of hearts, they want President Ron Carey to fail. We have to rid ourselves of these termites. The way to do this is with the fall elections. Take their food source away. Since they have been feeding on the employers' plate for all these years, this will cause little grief among the rank and file.

Let's also not forget the backside-kissers who are ready to smooch the behind of any General President. But our wish as rank and file Teamsters is to have a strong and vibrant union whose strength is measured by the integrity and credibility of its elected officers and BAs, and the members they represent.

These backside-kissers are still termites, and if we depend on them, our New Teamsters union will be stillborn and the rebirth of the labor movement will not occur.

Remember the fall elections. Prepare and participate. Guard against the wolves, but for the sake of this union, beware the termites.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1991 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Spread the News!

Order Convoy Dispatch By the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Help keep other Teamsters informed by ordering a bundle to distribute.

Bundles are sent each issue. Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$6 for 50 ☐ \$10 for 100

Name _____ Local _____

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Return to: TDU, Box 10128, Detroit, Mich. 48210

CORRECTION

In the last issue of *Convoy Dispatch*, it was reported that Detroit Local 337 president Larry Brennan was removed from the IBT payroll. Actually, he was not on the IBT payroll. It was Local 337 VP Robert Holmes Jr. who was removed as an International rep.

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TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
J.C. Thomas, Memphis, Tenn., Local 667

Organizer:

Ken Paff, Detroit

Trustees:

Jackie Jenkins, Memphis, Tenn., Local 891
Patricia McIntosh, Chicago Local 743
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Joe Fahey, Watsonville, Calif., Local 921
Neal Henderson, Boston Local 25
Debra McBride-Smith, Charlotte, N.C., Local 71
Big John McClain, Houston, Texas, Local 988
Michael Ruscigno, New York Local 138
Rick Sather, Minneapolis Local 638
Rick Smith, Atlanta Local 728
Candy Workman, Sacramento, Calif., Local 150 spouse

Alternates:

David Dethrow, St. Louis Local 688
Dave Kapitula, Wilkes-Barre, Pa., Local 401
J. Anthony Smith, Washington, D.C., Local 639

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (510) 658-7159.

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THE NEW TEAMSTERS UNION

VP Ken Mee

Member Involvement Means Better Contracts

International Vice President Ken Mee was elected by Western Conference Teamsters last fall, as part of the Ron Carey Slate. Ken, a carhauler for 21 years in the Bay Area of California, was very involved in the national carhaul contract negotiations and campaign.

I believe we started a trend in the carhaul bargaining, a trend that can be used in other major Teamster con-
'Hot Cargo'

Old Guard Gets the Script

In April an anonymous newsletter titled "Hot Cargo" was mailed (without a return address) to all local unions, attacking Ron Carey, the new IBT leadership and TDU. As you might expect based on the campaign last year, it's filled with distortions, half truths and lies.

It's from the Durham forces. TDU organizer Ken Paff reports that he was in North Carolina at TDU organizing meetings a week before the newsletter came out, and heard from Durham's friends the same script, almost word for word.

Its audience is the old guard officialdom. It gives them a "script" and literally hundreds of them repeat it mindlessly.

Examples of some of its material:

- "New International Executive Board ... Okay Pay Increase For Themselves." Facts: The pay of the International officers (\$75,000 for VPs, adjusted each July for inflation) is set by the IBT Constitution. None other than R.V. Durham made the motion to adopt it! The new officers have not raised their salaries and Ron Carey lowered his by

tracts. We let the rank and file in. And we proved the members are interested in their future, and will put forward the effort, along with the officers, to get the job done.

We took the fight to the employers, with a corporate campaign, and we kept the membership informed. The result was a better contract and a united membership—93% voted to

\$50,000.

- "Where are the TDU screams of 'Concessionary!'" in the carhaul contract. Facts: TDU carhaul members accurately evaluated the contract as far superior to the old guard deal rejected last year, not concessionary, and a whopping 93% of the rank and file agreed in the vote.

These folks are missing the train of the New Teamsters Union as it leaves the station. The union is starting to move forward, and they want to go back and operate in the old ways.

But they have to be taken seriously, because they still hold a lot of power inside our union—they control the area conferences and joint councils and many millions of dues dollars. They can slow down progress and water down programs and discourage members.

The answer to that is a strong rank and file movement committed to finish the job of reform in our union—starting right in those local unions where change is needed. That's why TDU is growing, and why the Durham forces are reduced to anonymous gossip sheets.

are top priority for action, based on reports from active Teamsters across the land. The committee investigating grievance panels is headed by International VP Mario Perrucci.

- Other resolutions adopted include a strong one on national health care, which endorses a single-payer health insurance system, similar to the one that works well for our Canadian members. Another sets up a commission to increase the participation of women and minorities in the IBT.

In addition to GEB action, the International leadership has continued to gradually make personnel changes, focusing first on the International Reps, most of whom have been let go. Carey is ending all multiple salaries paid by the International; most have been eliminated and a policy of phasing out those remaining is in process. A first group of approximately 20 new International Reps are to be hired, starting in early June.

ratify the contract.

We have to use new tactics, and have to involve the members. I think more members are realizing it's a war and to maintain our dignity we have to join the fight. We can't just mail in dues and think that's what it means to be a union member.

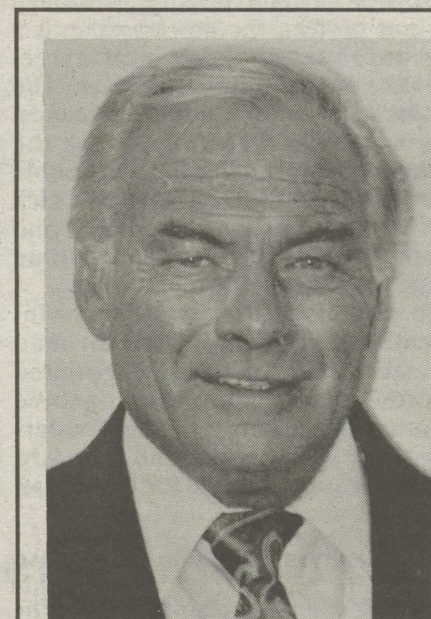
We found in the Safeway contract battle here that you can build broad public support behind the union. It was astounding to members to go handbill stores for the boycott and be able to turn away the majority of the customers. A couple of years ago, people would have said, "It's just a labor dispute." Now more of them see what it's all about.

Obviously, we're just getting started in the long effort to turn things around. One thing I'm doing is going out to the members, including at local union meetings. The International union is going to have that direct contact. I'm scheduling talks and using the Jobs with Justice slide show at local unions. Members need information, and they need to channel their energy and their anger in ways that are effective.

The members have to get active in the New Teamsters Union, and we have to find ways to get them involved. A lot of us have been preaching that for years, and now it really is possible.

New Teamsters Win in Columbus

Vern Bell won the presidency of the 4,500-member Columbus, Ohio, Local 413 in May. The election was a rerun ordered by the joint council and the International due to improprieties in the fall election. The incumbent president who ran the election, Pete Bilyeu, tried to avoid re-running the election as long as possible. The Bell-Teas Slate won a majority of the executive board and elected BA positions. Charlie Teas was elected secretary-treasurer. Bell and Teas are long-time reform Teamsters and campaigned



I'll Be There!

Ken Mee, International VP

"I was in TDU for years before I became International vice president. I can't put as much time into it now, but I'm not going to change. My wife Mary Ann and I look forward to seeing a lot of old friends and good Teamsters at the TDU Convention this fall in St. Louis."

IBT Targets Management-Initiated Joint Programs

The new leadership of the International union has moved forward on some of the campaign programs of the Ron Carey Slate. At the General Executive Board meeting of April 27-28, actions were taken on a number of positive programs.

Some of them include:

- A resolution was passed to target management-sponsored "team" type programs that are spreading in trucking, warehousing, soft drink, and other Teamster-organized industries (see page 9). Such a positive union response has been totally lacking in the past, and the programs are undermining our union.
- Carey's plan to set up an Organizing Fund was approved, and funds from the sale of the IBT's two luxury jets were placed into it.
- Initial reports regarding reform of the grievance procedures and panels, and the establishment of an Ethical Practices Committee were reviewed, with action expected in the near future. Both of these topics

hard for Carey.

Bell told *Convoy Dispatch*, "The members were fed up with the companies running over them, and a local leadership doing nothing about it." He also noted that it's an exciting time to assume leadership, due to the positive change in IBT leadership. "I understand Ron Carey is investigating the grievance procedures and panel personnel. Here in Ohio, where the panels give away far too much, this is a top priority. I don't think it can wait."

General Executive Board Cuts Back on Multiple Pensions

In a resolution passed at its April 28 meeting, the General Executive Board voted to stop the "Equity Plan" for International officers' pensions. Those on the International payroll who had earned benefits as of that date will have those benefits frozen; no new benefits will be earned by anyone.

The Equity Plan was founded by the GEB in 1982 to get around benefit limits imposed by the IRS. The Equity Plan covered those in the Family Plan (International officers and staff) whose pensions would exceed the IRS limits under Family Plan rules. The old guard GEB members were not content with the maximum \$90,000 per year the IRS allowed the Family

Plan to pay, so they set up the Equity Plan to pay the amount above the limit, directly out of the IBT treasury. Over the last 10 years, the Equity Plan has paid out more than \$5 million to 22 individuals.

Recognizing the need to "eliminate waste and excessive expenditures by the Union," the new GEB cut the Equity Plan, since it's a direct drain on dues dollars. The Family Plan, on the other hand, has surplus funds to meet benefit obligations; the International has not needed to pay into the Family Plan fund for several years.

The Affiliates Plan, which provides an extra pension for all BAs, full-time local officers, and many union staff, is unaffected by this action.

CARHAUL NEWS

Vote Shows Confidence in New Leaders

Rank and file carhaulers have ratified a new contract by 93%—the largest margin of approval in Teamster carhaul history. Although it's not perfect, the new contract is a big improvement over past agreements. It includes none of the corporations' concessionary demands, has new language (signed by the parent corporations) to freeze double breasting, has a COLA that will kick in if annual inflation exceeds 5%, and protects the seniority of full-time union officers and business reps.

To win this settlement, the new International leadership had to undo the mess the old guard negotiated before Ron Carey took office. In three months of bargaining, the new leadership won a contract that the old guard had said was impossible for more than a year.

Atlanta Carhaulers to Return to Work

Among the victories won by the International in our new contract is the return to work of the displaced CAT drivers in Atlanta, who lost their jobs to QAT. They are supposed to return to work on June 29, apparently under the full terms of the national contract and Central/Southern supplement.

However, issues negotiated locally by Local 528 President Jerry Cook include concessions from what the CAT workers had at Doraville. The local

The overwhelming ratification is a vote of confidence in the International leadership and a slap in the face for those local union officers who, although they wouldn't openly oppose the contract, criticized the agreement in meetings with their carhaul members.

Enforcement Is Key

The next step toward revamping the Teamster carhaul jurisdiction is enforcement. As one carhauler from Tennessee said, "I saw in the *New Teamster* magazine how the International made changes in the UPS National Committee by putting new officers and rank and filers on there. We need that in carhaul too."

The bottom line is that the best contract language in the world won't stop the corporations from abusing our

rights if we don't stand up. This is even more true with the new contract language on double breasting. It is untested waters. It will be subject to interpretation by the grievance panels and arbitrators in the months and years to come. The union has to aggressively insist on the most favorable interpretation for union members. That starts with us: filing grievances, documenting and researching them, attending the grievance hearings, publicizing and building widespread support among Teamster carhaulers.

Contract enforcement begins on the shop floor and at the local level. Strong stewards and BAs are a must. If you don't have good stewards, petition for a new election. If you don't have elected stewards, launch a campaign to amend your local bylaws.

The new contract language that protects the seniority of full-time BAs and officers makes it easier to challenge your local leadership if they aren't doing their jobs. If you win local union office, or take a BA position, you won't lose your job seniority by doing so.

Battles Still Ahead

Winning this contract is not the end of the fight. It gives us new weapons for upcoming battles. Rank and file carhaulers, the International union and worthy local officers and BAs should maintain the activism that won our new contract, and focus that energy on contract enforcement, organizing non-Teamster carhaulers and rebuilding Teamster power in the carhaul industry.

Contract Vote Results

Conference	National		Supplement	
	Yes	No	Yes	No
Cent./South.	5,356	441	5,321	481
Eastern	1,788	128	1,773	140
Western	1,047	61	1,032	68
Driveaway	295	53	282	66
Mich. Office	40	2	40	2
Totals	8,526	685	8,448	757

Central/Southern Conference

Local Union	National		Supplement	
	Yes	No	Yes	No
5	22	1	22	1
20	23	1	24	1
26	19	0	19	0
41	224	14	222	15
79	76	1	76	1
89	194	33	197	33
100	29	4	29	4
116	12	0	12	0
120	140	4	137	6
135	19	2	19	2
200	22	1	22	1
270	2	0	2	0
299	624	104	609	111
325	87	5	82	8
327	145	25	138	29
332	167	5	168	5
377	217	53	212	54
390	84	0	86	0
413	1	0	0	0
414	81	4	77	7
449	109	5	110	6
512	245	2	244	2
523	1	0	1	0
528	230	10	257	10
552	13	0	13	0
554	27	2	28	2
568	122	3	120	4
577	40	0	41	0
579	219	6	215	7
580	144	14	143	15
604	372	13	370	13
612	35	2	33	3
614	321	22	312	27
651	30	3	28	4
654	149	8	148	9
657	2	0	2	0
710	153	25	152	26
745	216	22	213	26
886	131	5	131	5
891	35	0	36	0
957	184	10	184	11
964	164	8	163	8
984	59	1	59	1
988	167	23	165	24

Eastern Conference

30	1	3	1	3
71	0	0	0	0
115	2	0	2	0
170	77	6	74	5
171	6	2	6	2
249	0	0	0	0
251	23	1	23	1
294	88	3	89	3
312	104	4	105	3
326	379	7	381	8
391	125	7	121	10
445	70	5	68	6
469	82	7	82	6
509	56	1	56	1
557	302	24	299	28
560	95	34	93	36
648	29	1	29	1
687	85	4	86	4
773	8	3	4	7
822	82	6	80	6
841	75	1	75	1
917	99	9	99	9

Western Conference

63	246	30	239	34
70	64	3	63	3
78	6	0	5	0
104	55	2	53	4
190	20	0	20	0
222	14	0	14	0
223	123	5	127	3
287	60	4	60	3
305	1	0	1	0
315	16	1	16	1
490	76	3	76	2
492	12	0	13	0
495	44	3	43	3
533	1	0	1	0
542	10	1	10	1
690	6	0	6	0
692	59	1	55	2
741	99	7	95	11
763	4	0	4	0
856	1	0	1	0
961	89	1	89	1
976	41	0	41	0

Driveaway

71	33	0	33	0
89	32	12	30	14
171	5	27	5	27
327	6	4	3	7
413	22	0	21	1
654	152	4	151	5
745	29	1	28	2
773	16	5	11	10

Southern California

Local 63 Rejects Modified Work

Under the new carhaul contract, local unions wishing to opt out of the new modified work program may do so, in writing, within 90 days of ratification of the agreement. But if locals don't opt out before Aug. 21, they will be forced into it.

Carhaulers from Los Angeles Local 63 voted unanimously to reject light duty work. Why? Here are a few reasons.

1. Under the modified work contract language, you are effectively working for less than minimum wage. In most states, if you stay home on workers comp, you receive approximately 80% of your after-tax earnings, up to a maximum dollar amount. In Michigan, for instance, the maximum amount is \$441 per week.

The contract states that an injured worker will receive 85% of his earnings for the first six months of modified work. So, if you go to work under the program, you would earn only a small amount more than you would receive anyway if you had stayed home. The difference is much less than the minimum wage.

2. The company will tell you the program is voluntary. But under the program, if workers refuse light duty, the company can say they are refusing work, and cause them to lose their workers comp benefits.

3. Modified work gives the company another way to harass you. Rather

than let you stay home and heal up, the company makes you come to work. It's as if management assumes you are faking your injury, and are punishing you for it.

The right of locals to reject the light duty program in carhaul is a union victory. (The light-duty program was an employer demand.) Let's take advantage of it.

Ask your local union to send the company a letter rejecting modified work. If they won't do it, call for a vote, and/or take up a petition opposed to light duty.

Rally in Marysville

Springfield, Ohio, Local 654 is holding a rally in Marysville, Ohio, to support 100 Teamster carhandlers and rail loaders who were displaced by a non-union subsidiary of Ryder Inc., RMX.

The NLRB has issued a complaint against Ryder, CCI and RMX for their anti-union activities.

Saturday, June 27

10 a.m.

Marysville, Ohio

Across from the Honda plant on U.S. Hwy. 33.

continued on page 5

FREIGHT NEWS

Concessions vs. Solidarity

Yellow Management Intervenes Inside Union

Since Yellow Freight management walked out of talks with Ron Carey and the Teamster freight bargaining committee, they have continued to try to interfere inside our union. In fact, their goal seems to be to run our union from their corporate headquarters in Kansas City.

Those talks broke off the same day they started because management walked out, claiming that Ron Carey was taking too strong an anti-concession stand. They complained of a newspaper interview in which Carey stated he wanted to strengthen a unified national freight contract, and that he did not feel Yellow could justify concessions. In other words, he talked like a union leader, not a

management flunky that they are more used to dealing with.

And management is getting a little help from their friends—certain union officials who want to continue the policies of the past.

In Texas, some union officials are backing the circulation of a petition promoting management's view that Yellow Freight has the right, not our union, to submit its concessions to a union vote. This petition is circulated elsewhere as well, conveniently through company channels.

In Charlotte, N.C., Local 71 BA Sam Carter gave the Yellow employees his appraisal of the situation—it was management's material that he photocopied for them to circu-

late. This same thing has happened in other areas.

The management-inspired flyers and petition are filled with distortions that completely echo the company publications. They praise the Yellow TQM ("Total Quality Management") program designed on the Japanese management model (see page 9) to undermine the union. They actually claim Yellow "has to open a non-union regional subsidiary" unless we give them concessions. What kind of a union leader would say that?

They never mention any of the serious concessions demanded by Yellow, and yet the flyers suggest we accept it totally ("Why don't we just get the YFS package in just like it is proposed?") and see how it works out.

Continue Past or Look to Future?

The International union has taken a positive stance, of solidarity and

unionism. Of strengthening our union in freight and organizing non-union trucking. This cannot be done by continuing to undermine the NMFA.

Our union must and will internally reorganize so we can take on regional and eventually national organizing drives in the freight industry—and win. This is our union's response to the employers' unceasing demands for concessions to "compete" with the non-union carriers.

Meanwhile, at the shop floor and in many local unions we still have a long way to go to unify our members and change local leadership where they are still singing a song composed by management. It is time for us to put this concessionary talk behind us, and move toward a positive union program in the freight industry. This should be a priority of the New Teamsters Union, for leaders and members.

Southern Teamsters Demand Conference Reform Now

continued from page 1

secretary-treasurer (Luther Watson in the Southern) from among its 10 members.

Looking back just a few years, when the old guard was united and in complete control of our union, there was little distinction between area director and policy committee chairman—at one time, Joe Morgan Sr. held both titles in the Southern Conference! But all that has changed. Now, instead of working to implement IBT programs, Cook and other old guard officials are using the conferences to block them.

Cook's Money Machine

Cook and the policy committee are still in control of the Southern Conference area grievance panels. Cook still sits as a trustee on the Central States Pension and H&W funds, because the policy committees of the Central and Southern conferences together appoint the union trustees. And he controls the conference purse strings, which are lucrative.

The 1991 LM-2 report for the Southern Conference shows net assets of \$1.74 million, and income that includes per capita taxes of 95 cents per month (75 cents from locals; 20 cents rebated from IBT) from some 106,000 members in the conference. When Carey fired most of the International Reps in the Southern Conference, Cook created a new "Southern Conference Rep" position and hired many of them onto the conference payroll! These include Lamar Mathis and Charlie Moore (Joe Morgan Jr.'s brother-in-law), and possibly others such as Charlie Thompson, Jerry McCown and Joe Morgan Jr.

While many working Teamsters in the Southern Conference struggled to make ends meet in 1991, Cook drew multiple salaries and expenses from Local 528 and the conference of over \$170,000. You'd think with that kind of money he could buy his own car. But he didn't. Southern Conference

Teamsters did. A 1991 Lincoln Town Car valued at \$31,491!

Southern Petition Drive

Now that we have changed the International union, we have to focus that same commitment and energy on reforming the Southern Conference. It's up to us to tell Cook and his cronies that we're fed up with their kangaroo-court grievance panels. We're fed up with having our contracts "interpreted" away. We're fed up with Cook's pro-company attitude on the pension board. We're tired of having Southern Conference money used for the benefit of certain "families"—the millionaire Morgans, Cooks, Mathises—and their friends.

The Memphis chapter of TDU recently came up with just such a plan. First they want to inform other Teamsters about this problem by asking members to distribute this issue of *Convoy Dispatch* and an educational flyer throughout the conference. And their petition campaign will call for Cook and the policy committee "to resign or otherwise get out of the way of the new reform programs."

"It became clear to us that we have to push this as hard as we pushed the Carey petition before the election," said Memphis chairman Davis. "The rank and file have to finish the job at the conference level and sweep out those who want to hold onto the failed policies of the past."

By getting involved, we can help the new Carey administration turn our conferences around, and get on with the task of rebuilding union strength and democracy. General President Carey has broad powers under the IBT Constitution and several options—including the right to change the conference bylaws that define its powers—if he believes it is in the best interest of the membership. But it's up to us to get involved and show our support for change at the conference level. That's Job 1.

Freight Lines

Yellow Asks Teamsters: 'Snitch on Your Brother.'

Yellow Freight is circulating a snitch-on-your-brother flyer offering a reward to finks who turn in employees who are "faking an injury to stay home or go fishing while you're working." They've even put up posters in our break room and in the offices here in Denver with a "Workers Compensation Hotline to anonymously report it."

The true Teamsters and some of the fair-weathered brothers are pretty upset at Yellow's philosophy of wanting us to turn each other in. Colorado already has one of the (if not the) lowest workers-comp claim ceilings in the the nation. I just wanted to pass this on, and I wondered if you've heard of this at any of the other Yellow terminals.

—Submitted by a Yellow Freight Teamster in Denver

Random Testing at Roadside.

The Federal Highway Administration has selected four states to participate in roadside random testing of truck and bus drivers for drugs and alcohol. The pilot project will be conducted for a year in Minnesota, Nebraska, New Jersey and Utah, starting later this year or early 1993.

Atlanta Carhauleders Return to Work

continued from page 4

3. Metro load rates will be cut by about 10%.

4. There will be a one-hour grace period on delay time, breakdown, etc.

5. Backhauls returning to Lawrenceville will be paid at full rate on the longer leg and half rate on the shorter leg, excluding Birmingham, Ala., and any QAT locations.

6. All loads hauled over 750 miles will be paid at running mile.

The big question on the last two items is whether other affected terminals will retain their right to vote at the other end. Teamster carhauleders should insist on this right, and aggressively enforce it.

By taking advantage of the Atlanta workers' situation, Ryder Inc. has won, with Jerry Cook's agreement, a concession that Central/Southern and Eastern carhauleders have fought for years: open-ended running mile. Ordinarily, running-mile agreements in-

volve specific traffic going to specific locations.

The Atlanta agreement on backhauls and running mile could undercut carhauleders throughout the industry. The right to vote at both ends is the key to stopping any spread of the substandard agreement forced on the Atlanta carhauleders.

Said M.C. Jordan, a Local 528 CAT driver who opposed the agreement, "The only proposal read to the union members was the proposal from management. We never got to hear what the union's proposals were. Jerry Cook said there were rumors that Centurion might get the business. Some people felt he said that as a way of scaring us."

Overall, however, the return to work of the Atlanta CAT workers is a definite victory for the union. It will severely reduce QAT's business, and hopefully hasten the day when it goes out of business altogether.

No Surprise, UPS Net Profits Up 17.3%!

A careful analysis of United Parcel Service of America Inc.'s performance in the past year shows a continuation of the trend of the past few years. Some 170,000 Teamster employees continue to make UPS a very profitable operation, with every financial indicator moving up in 1991.

As we head toward a contract year, UPS's financial health is robust. Those supervisors and managers who are already beginning to cry poor look ridiculous next to the corporation's own financial reports.

But UPS workers in the United States continue to provide the excess profits used to fund the overseas expansion in Europe and Asia, which still loses money.

While rival Federal Express began a rapid downsizing of its European operations on May 1, UPS is pushing forward and predicts it will finally turn its first profit in Europe in 1994.

Still, UPS notes in its Form 10-K report to the Security and Exchange Commission, "Costs in excess of revenue generated on the international expansion program resulted in a 14.9% reduction" in pre-tax profits for 1991.

Big Profits, Little Debt

Pre-tax profits for 1991 were \$1.217 billion, up 22% over 1990. They would have been \$1.43 billion, but UPS lost \$213 million on overseas operations. Net profits after taxes for 1991 increased

\$700 million, up 17.3% over the 1990 level of \$597 million. (Compare this with the 12.03% offered by the Thrift Plan.)

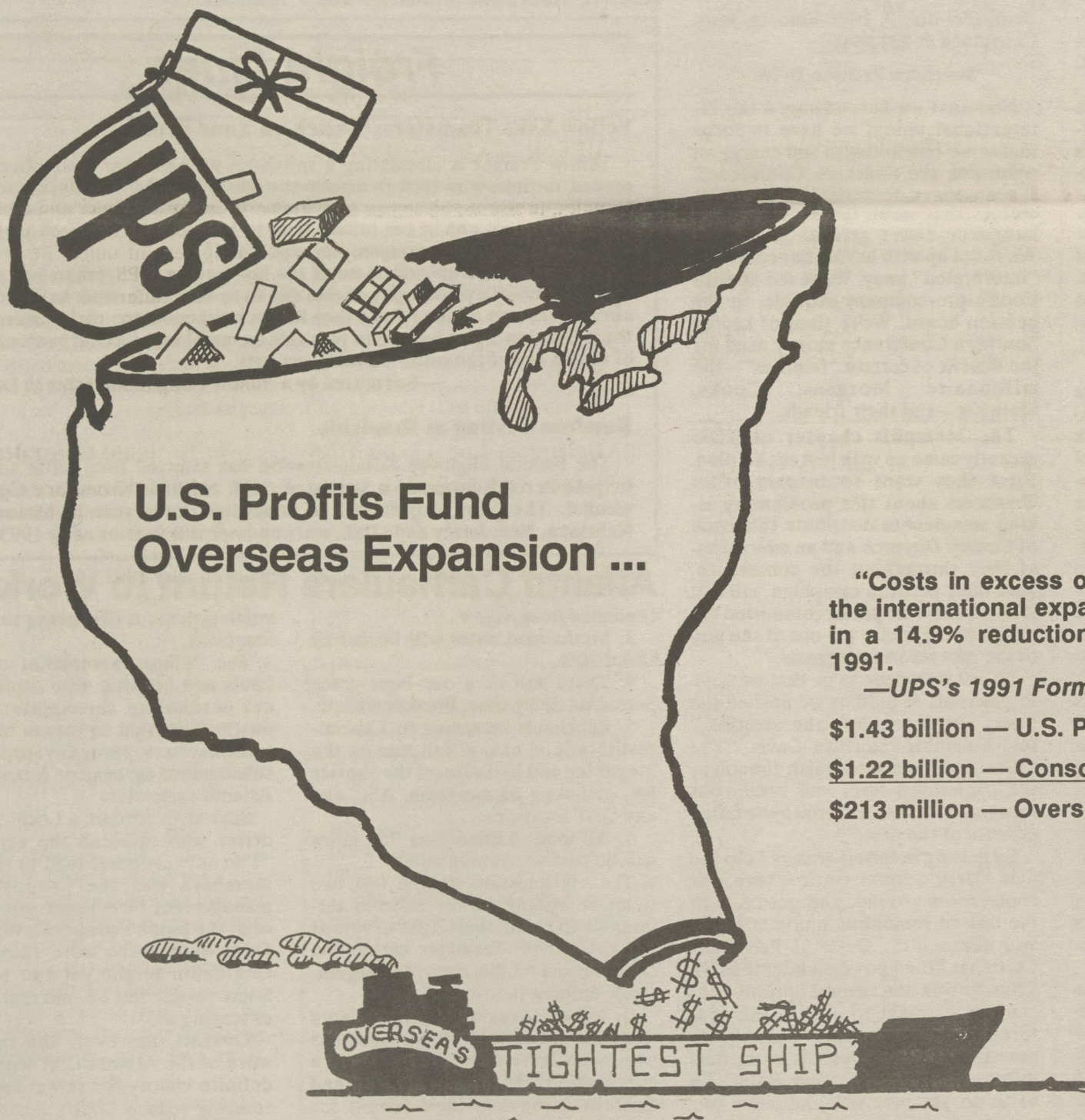
Revenue increased 10.4% to \$15.02 billion. The profit rate, after taxes, based on equity increased up to 18.1%. Not bad for a recession year!

For a corporation its size and considering the expansion it has undertaken, UPS has comparatively little long-term debt, less than one-tenth its total assets of nearly \$9 billion. Unlike FedEx, UPS is managing a pay-as-we-go expansion that will ultimately benefit its shareowners (UPS management!). Although its dividends paid per share were a typical (for UPS) but relatively conservative 48 cents, virtually

all of the benefits of UPS's profitability go to its shareowners and not the banks.

Our Bottom Line

The bottom line is that UPS Teamsters need not feel guilty about making our just demands for the 1993 contract. UPS does not need concessions. We need more full-time jobs for our families at full scale. We need more protection from a management that pushes us beyond the limits to squeeze out maximum productivity (and profits) for themselves. We need to make available 25-and-out pension programs to more UPS Teamsters to secure our futures after UPS has no more use for our bodies!



"Costs in excess of revenue generated on the international expansion program resulted in a 14.9% reduction" in pre-tax profits for 1991.

—UPS's 1991 Form 10-K report to the SEC

\$1.43 billion — U.S. Pre-Tax Profits

\$1.22 billion — Consolidated Pre-Tax Profits

\$213 million — Overseas Losses

UNITED PARCEL SERVICE

Ready for '93!



**Contract
Watchdog**

The Contract Watchdog says, "It's time to get off your duff and start organizin' for a damn decent contract next year."

You know, the old dog is right. Take some time with your families this summer—you better be busy handing out campaign bulletins next summer! Save your money—don't go buying that new car you don't really need just yet! And start thinking about how

we're going to prepare for negotiations early next year.

It's going to be the Mother of All Contract Battles. We know that, because UPS has already started its campaign with "Delivering Our Future." If you don't think that's what the Corporate Mission's about—lowering our expectations for the contract—then you don't need to be reading this rag anyway, put in your letter for management!

We've got a real union behind us now. Unlike 1990 when the International took a powder. But we've still got plenty of work to

do. Such as prioritizing our demands. Such as working with our local unions and getting rank and file committees together. Such as dealing with those lay-down, no-count locals with officials who oughta be getting their paycheck from UPS instead of our union.

TDU will be there, as will our UPS Committee, to build rank and file solidarity, full-time and part-time. And to support our new IBT leadership led by Ron Carey and Mario Perrucci, our negotiating committee leaders.

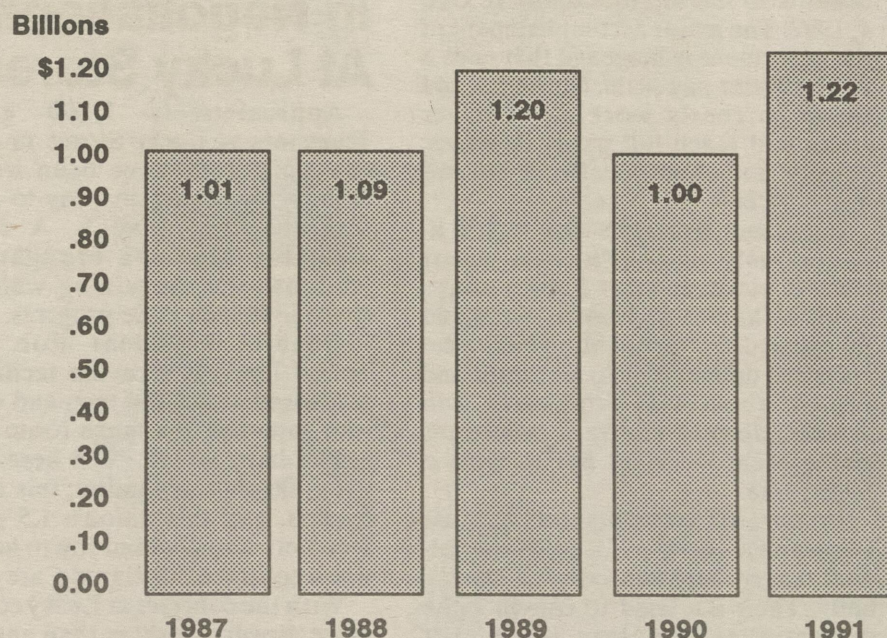
So get ready for '93!

UPS of America and Subsidiaries **FAST FACTS**

(M=million, B=billion)

	1991	1990	1989
Revenue	\$15.02B (+10.4%)	\$13.6B	\$12.4B
Profit (before taxes)	\$1.22B (+22%)	\$999.9M	\$1.2B
Net Profit (after taxes)	\$700M (+17.3%)	\$597M	\$693M
Total Assets	\$8.92B(+9%)	\$8.2B	\$7.9B
Operating Ratio	91.7	92.3	90.1

UPS Profits Before Taxes (in billions of dollars)



UPS profits have been very stable during its massive expansion period into air and worldwide operations.

UPS & Downs

UPS Blinks in Northern California.

After nearly two years of foot-dragging, UPS has finally succumbed to union pressure and signed the Northern California Rider and Sort Agreement. Despite having agreed at the table to the "workweek" language in the rider, UPS was refusing to sign the agreement unless the Teamsters agreed to inferior, substitute language giving UPS greater latitude on scheduling which is contained in the Western Conference Supplement.

Without a signed agreement UPS was able to hold hostage many Teamsters who were ready to retire by preventing them from taking advantage of the Western Conference PEER 85 plan. Northern California locals had to set a firm strike deadline before UPS finally blinked and signed the agreement as it was originally negotiated.

Baltimore Local Wins H&W Issue at National Committee.

Under the terms of a Teamsters UPS National Grievance Committee decision in April, UPS must pay delinquent benefit contributions to the Baltimore Local 355 Health and Welfare/Pension Fund. Although a dollar figure was unavailable at presstime, the union had estimated the delinquent contributions to be about \$700,000 as of January 1992.

UPS alleged that it had "overpaid" the two trust funds since 1979. Even if this bogus argument were true, it would not have relieved the corporation of its responsibility to make its current benefit contributions. But UPS also was testing whether long-standing contract language with Local 355 was still valid, which calls for hourly H&W contributions to be paid "up to but not in excess of fifty (50) straight time hours in any workweek." The national committee ruled in the union's favor for all delinquent contributions to the H&W and pension funds, and for H&W contributions up to the 50 straight time hours until Aug. 1, 1992. The final year of the agreement must be renegotiated.

UPS and the 65 MPH Speed Limit.

Many drivers have commented on this over the years. Prior to 1987, when the new 65 MPH law went into effect, a *Big Idea* article titled "Nighttime Driving" cautioned drivers, "Never drive as fast (at night) as during the day. ... it's smart to step more lightly on the accelerator regardless of the speed limit or how clear the road is." Since 1987, however, management has thought it smart (and more productive) to push many drivers to drive the maximum posted speed, even at night. Some drivers have even received written warnings and other disciplinary action "for failure to follow instructions" to drive the posted speed. We'd like to hear from drivers who are having problems with management harassment like this. Call or write the TDU national office.

GROCERY NEWS

Southern California

Vons Drivers: 'Santa Maria Is Our Work!'

Jerry Moerler
Local 63, Vons Grocery
Los Angeles

The grocery business is getting tougher for Teamsters. Recent attempts by Safeway to break unions in Northern California revealed the cutthroat tactics being used. In Southern California, Vons Grocery (owned and controlled in large part by Safeway) has also pushed its drivers to

Kroger

Bargaining Resumes in Nashville

Negotiations between Teamster Local 327 and Kroger Co. in Nashville, Tenn., resumed May 13 and 14, with the union delivering a new proposal to the company. Representing the union in negotiations were the Local 327 bargaining committee and International Vice President Aaron Belk.

Despite the company's attempts on both days to postpone negotiations, they went forward at the union's insistence. The union's revised proposals include:

- Wage increases of 50¢-50¢-40¢, and 1¢-1¢-.9¢ in mileage, with retroactive pay.
- A health insurance package that would provide employees the option of keeping their current insurance plan, with an increase from \$250,000 to \$500,000 major medical; or, choosing from three other company plans, with no co-pay-

new limits since the Local 63 trusteeship was imposed in July 1991, but Local 63 members are organizing to stand up to the company.

Employee-management relations approached the breaking point during the L.A. riots. Less than 24 hours after Reginald Denny, a Local 420 member, and another driver were nearly beaten to death, Vons forced some drivers to deliver to stores in the riot area at the

ments. (Improvements for retirees were also proposed.)

- Rejection of Kroger's demand for a two-tier wage scale.
- An increase in the tool allowance for maintenance workers.

With no new negotiations scheduled at presstime, Nashville Teamsters continue to work under an extension of the old contract, which expired on Sept. 21. The union negotiating committee, with membership support, continues to show creativity and good faith on its side of the bargaining table.

"The people are staying confident, and keeping a positive attitude," said Roger Rotoni, a rank and file member of the union bargaining committee. "The second-to-the-last thing that anybody wants is a strike. But the last thing that anybody wants is to back down and take a concessionary contract."

threat of losing their jobs. Dispatchers used underhanded tactics, lies and misinformation to trick other drivers into delivering loads despite the threat to their safety.

Local 63 is finally going to arbitration on a jurisdictional dispute that Vons refused to negotiate fairly. The dispute involves the Williams Brothers stores in Santa Maria, Calif., that Vons purchased last year. Our contract clearly states that Local 63 members should be delivering product to these 18 stores, but Vons disregarded over 60 experienced drivers who have been laid off since December and hired new drivers off the street to do the work under Local 381's inferior contract.

Riley Ignores Members— Drivers Unify

This dispute has brought a new sense of unity to the 600 Vons drivers. We gathered several hundred petition signatures almost overnight to ask Joint Council 42 president Mike Riley to make a jurisdictional ruling that might have resolved the issue, but got

no reply from him.

Taking matters into our own hands we printed and distributed buttons, stickers, flyers and T-shirts stating, "SANTA MARIA IS OUR WORK," and declaring ourselves Working Teamsters Against Corporate Greed. Vons' board of directors turned pale when we made a surprise appearance at the annual stockholders meeting, flyers in hand.

Business agent Dick Walden and ex-trustee Jim Roberts should take a lesson from us. They sat on this and other issues for months. Members of the New Teamsters are demanding action, not the same old garbage. Local 63 members have new hope for our local now that Ron Carey has appointed VP Tom Shay as Local 63 trustee.



Detroit UFCW Strike

Kroger Takes Losses In Hopes of Inferior Contract

The strike between 7,800 United Food and Commercial Workers and Kroger in Detroit is now in its seventh week. The UFCW, representing clerks, baggers and meatcutters, walked out of 64 metro Detroit stores on April 13. Kroger continues to drag its feet at the bargaining table in the hope of breaking the strikers' spirits.

The UFCW estimates losses due to the strike at \$100 million. Kroger's willingness to sustain such losses illustrates its desire to establish a pattern for national bargaining. Kroger contracts in Dayton and Cincinnati, Ohio, Little Rock, Ark., Louisville, Ky., and Indianapolis are all about to expire. As one UFCW spokesperson put it, Kroger's philosophy is "short-term losses, long-term gains."

Teamster Solidarity

The UFCW, along with a labor-community coalition, has launched its own campaign in support of the strikers. They demonstrated in front of Kroger district headquarters in Livonia, Mich., on May 19.

Two bus loads of strikers demonstrated at Kroger's annual

shareholders meeting in Cincinnati on May 21, where they were joined by 50 members of Teamster Local 100, which represents Cincinnati Kroger drivers. Twenty strikers, who hold shares in Kroger, attended the meeting and grilled Kroger chairman Joseph Pich-



ler about the sales of expired products, meat deliveries in unrefrigerated and unsanitary trucks, and about shareholders' money being used to prolong the strike.

Strikers and the support coalition have sponsored rallies at a number of stores, initiated adopt-a-store programs and launched a consumer petition drive. They are also organizing a campaign to prevent evictions and foreclosures as strikers face financial hardships. UFCW locals from around the country have sent donations of food and money to Detroit, and strikers have traveled to other local unions to report on the strike.

Detroit Local 337

Foodland Drivers Ratify Contract, Vote to Honor Kroger Picket

Detroit Teamster drivers, warehouse workers and mechanics employed at Foodland Distributors (a subsidiary of Kroger) voted on May 1 to accept a new four-year contract by over 75% (442 to 108).

The contract provides raises of 40 cents per hour in the first year, a \$1,200 cash bonus in the second year, and 45 cents per hour in each of the third and fourth years. The agreement also includes a 1-cent mileage increase in the first, third and fourth years and an increase in pension benefits to the top rate effective Oct. 4, 1992. The major accomplishment of the agreement is language that ends a multiple-tier pay scale. New hires and those currently working at lower scales will reach full parity in wages, pension and other benefits by the end of the agreement.

Foodland Teamsters also voted unanimously to continue to honor UFCW picket lines at Kroger stores despite threats of layoffs. Foodland threatened to lay off all drivers who refuse to deliver to Kroger stores and replace them with temporary scab drivers, despite contract provisions giving them the right not to cross a picket line.

Instead of standing tall against Foodland's threat, Local 337 president Larry Brennan crawled on his belly. Their BA tried to convince the drivers that honoring the picket wasn't helping the strikers since scab drivers were meeting them near the stores and making the deliveries anyway.

Brennan allowed Foodland president Greg Gulluf and director of transportation Jim Cook to attend the meeting where the vote was taken. Anticipating a lack of leadership from their local officers, several activists distributed a flyer at the meeting calling for union solidarity and continued support of the strike.

Northern California

Little Progress In Negotiations At Lucky Stores

Approximately 1,100 grocery Teamsters at Lucky Stores in Northern California have been working without a contract on a day-to-day extension since May 1. A federal mediator has been brought in to facilitate the bargaining which has thus far yielded little progress.

General President Ron Carey visited Lucky's Vacaville facility and addressed about 100 men and women who gathered in a lunch room during a 15-minute break. "I'm here to tell you folks that this union, this union's leaders, and this union's 1.5 million members stand behind you to help you win a contract," declared Carey.

With the contract at Lucky covering more grocery workers than any other company in Northern California, the current negotiations may set the stage for grocery contracts throughout the West.

CF's 'EXCEL' Shows ...

The Good, Bad and Ugly of 'Quality Teams'

Consolidated Freightways is following many other U.S. corporations in instituting a new management style, often called "Team Concept," "Quality of Worklife," or simply, "Employee Involvement." CF calls its program "EXCEL." But whatever the name may be, these programs have in common a plan for increased control over the workforce, as well as some form of "teamwork."

The stated goal is improved quality, as defined by management. These programs are initially attractive to workers because they promise to offer us more variety on the job, and chances to have our ideas about work listened to. What is not changed is management's complete power to decide which ideas get used in what way. Since most "quality teams" discuss things that a union could bargain over (in some cases this may be an unfair labor practice), corporate-sponsored teamwork programs are viewed as a way to get around the union and eventually destroy it.

John Platt, a CF road driver and steward in Sacramento, Calif., Local 150 noted, "The program ignores the legitimate bargaining agent of the employees. Management is trying to institute a program to circumvent the very people that were elected to deal with labor-management problems."

The Good

CF's EXCEL newsletter has a short column on listening skills that offers

tips useful to anyone. It advises, "Ask questions to clarify points and to let the speaker know you're paying attention." A chance to develop skills like this is one of the things many Teamsters like about EXCEL, and for good reason. Unions would do well to conduct their own training on such leadership skills for stewards and other local union activists. Good listening skills, for example, could be very useful to a steward trying to sort out a problem, or to members debating new contract proposals.

But such training comes at a terrible price. Fred Veregge, a CF road driver out of Springfield, Mo., Local 245 explained, "The listening tips are all sound ideas, but then why do I feel so dispassionate toward EXCEL? Because we are dealing with tough bosses, the corporate elite, not Sunday school teachers. We can turn the tables and use these skills to make the union stronger if we listen to our fellow workers and organize a strong union response to EXCEL and programs like it."

The Bad

The EXCEL program is built on the idea that CF's workers have more in common with management than with our union brothers and sisters at CF or other companies. One EXCEL project pits dock worker against dock worker by getting each one to be supervisor for a day. The Teamster member has to think like a supervisor; that

experience won't be forgotten on the other days, management hopes.

In the Winter 1991-92 issue of CF's company magazine, *The Freighter*, an operation is described in which driver/salesmen must perform the duties of several job classifications. CF states, "The arrangement embraces many of the key concepts of CF EXCEL: empowerment, pride in the work place and employee dignity."

Road steward Mark Serafinn of Peru, Ill., Local 722 disagrees. "The article never explains how taking away work that should go to other brother and sister Teamsters and not being paid a dime more for the extra workload will instill 'pride' and 'dignity.'"

The truth is, what's good for CF isn't necessarily good for Teamster employees. CF's motivation is profit, and if cutting jobs or creating more flexible job classifications and work rules helps do that, that's what management will do. Often EXCEL provides the ideas for how to do it.

The Ugly

When we, as workers, are talking about teamwork and quality, our definitions of those words are completely different than the corporations'. Naturally, we all want to see our companies succeed and our jobs protected. We genuinely want to produce a quality product or service to the customer. But management looks at teamwork as a means of breaking down job classifications, reducing the number of jobs, eliminating "waste," and dividing the union on the shop floor. To the degree that they accomplish these goals, that's quality.

Although management claims the programs are aimed at improving quality, "there is also substantial evidence that most Employee Involvement programs in the United States do not achieve long-term success," according to university business professors David I. Levine and Douglas L.

GEB Investigates Joint Programs

Excerpts from the resolution on management-initiated joint programs passed by the General Executive Board in late April.

NOW, THEREFORE, BE IT RESOLVED, that this General President create, from amongst those seated here today, a special subcommittee of the GEB ... to conduct an immediate investigation of these programs ...; and

BE IT FURTHER RESOLVED, that this GEB subcommittee examine, in particular, Pepsi's new "Right Side Up" program, West Coast Negotiators' unholy alliance with Coke distributors, Consolidated Freightway's "EXCEL" program, as well as "quality" activity at Yellow, Roadway, Carolina Freight, UPS, and "Team Concept" activity at the various breweries represented by the IBT.

Kruse.

Then why are these programs spreading? It boils down to crude manipulation, which begs the question, "Are we willing to help the corporations lay off brothers and sisters in order to build corporate profits?" When that happens, the corporation wins; but our union, the union members and our communities lose. Then which "team" are we on?

"Today we have a new leadership at the helm of the IBT and a grass-roots movement of reform Teamsters who are determined to regain strong union ground," said steward Serafinn. "We look to the Ron Carey leadership to shine the light on these give-back programs, and to the rank and file leaders to teach their union brothers and sisters of the dangers they face should they accept these company schemes at face value."

A Union Response & Resources

For years UPS has had KORE, Keeping Our Reputation for Excellence. Yellow Freight has TQM, Total Quality Management; Pepsi has the "Right Side Up"; and many other Teamster employers are now adopting this management style.

Japanese auto companies were among the pioneers of Team Concept. Now corporations, the press, and many academics cite such programs as the only way to remain "competitive" in the world economy.

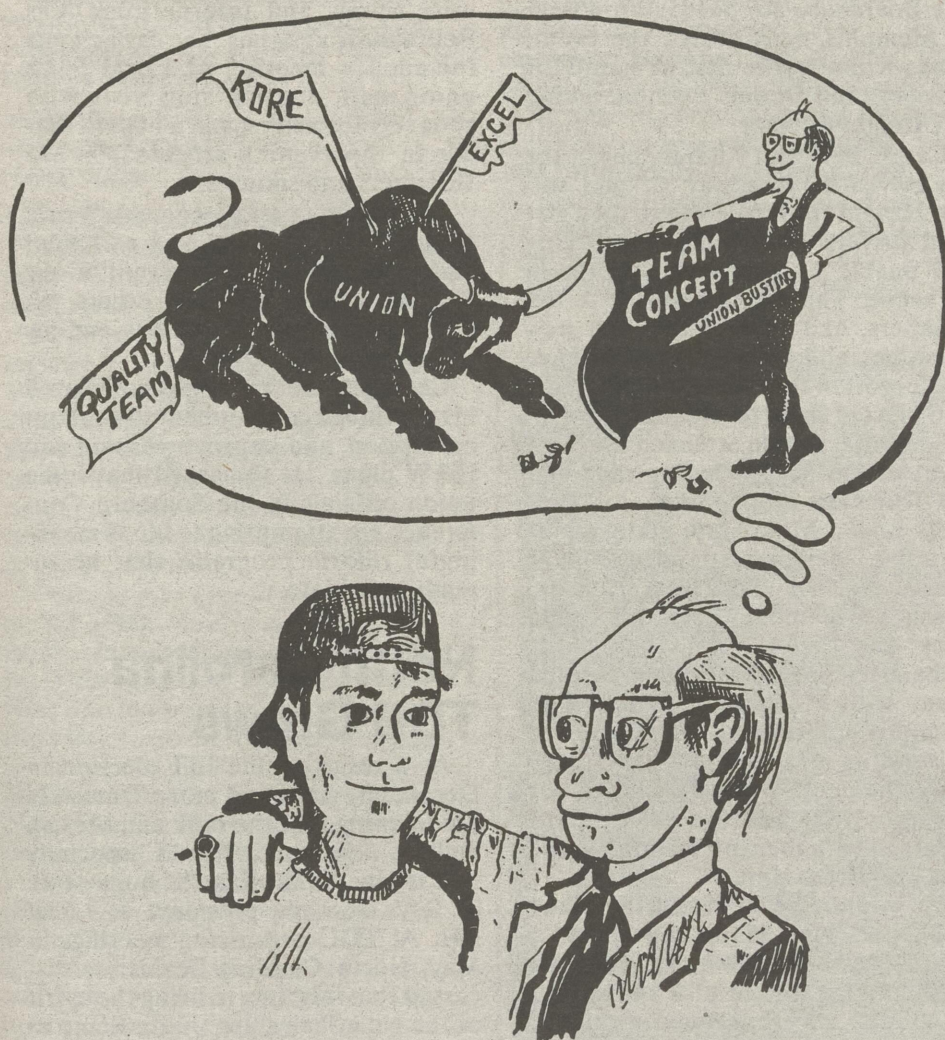
Understanding and dealing with such programs will be one of the most difficult challenges facing unions in the 1990s. As union members, we will need to develop strategies to respond to the programs, and/or bring the union's agenda into them.

For instance, at the Pocono CF breakbulk, stewards on the EXCEL committees have been serving as union watchdogs, taking notes and keeping track of team activities. They are now planning to bring in a labor educator to help them understand and respond to EXCEL. Other unions have decided Team Concept programs are too damaging to union solidarity, and discourage any participation at all by members.

Resources Available

Whatever strategy a union follows should start with a well-informed membership. Below are resources available from TDU:

- "Choosing Sides: Unions and the Team Concept," by Mike Parker and Jane Slaughter; \$15
- "Inside the Circle: A Union Guide to QWL," by Mike Parker; \$10
- "Team Concept Under the National Labor Relations Act," by attorney Ellis Boal, \$1
- "A Union Strategy Guide for Labor-Management Participation Programs," by Mike Parker and Jane Slaughter; \$5
- TDU Convention Oct. 23-25, St. Louis; features educational workshops, including on Team Concept.



I like your idea, Jimmy. If you've got a problem, just come right to me!

LOCAL UNION, TDU CHAPTER NEWS

OK City Chapter Supporting IEC Strikers

TDU on Move in Sooner Country

The new Oklahoma City chapter of TDU is getting busy. Founded earlier this year on the heels of Ron Carey's election victory, the chapter is actively recruiting new members, holding meetings, and getting involved in building the local union.

The chapter held its first public TDU meeting on May 2, and nearly 60 Teamsters and their spouses from Roadway, Yellow Freight, CF, Churchill, UPS, Homeland, and International Environmental Corp. (IEC) turned out to welcome International VPs John Riojas and Jim Benson as their special guests.

Chapter Offers Solidarity

Members of the TDU chapter have been actively involved in supporting the struggles of other Teamsters. More than 140 drivers at Homeland lost their jobs in May when their employer heartlessly turned to a leased-driver operation. A leafletting campaign was conducted, and many TDUs pitched in, until a severance package was agreed to by the drivers.

Teamsters at IEC went on strike May 20 after negotiations broke down with the commercial air-conditioning manufacturer. TDUs and other strong Teamsters at the plant are organizing the picket lines and getting support from members of other unions. TDUs in the chapter are helping to collect food staples for the strikers' families, and are walking the picket line. So far the solidarity at the plant gate has caused many potential scabs to turn around and go home.

"IEC sent a threatening letter to our homes in the hope it would scare

us into crossing our own line, but it's only strengthened our determination. The support of TDU, other Teamsters and unionists in Oklahoma City has been tremendous," said Sandy Lopez, an IEC striker.

Women's Meeting

When International VP Diana Kilmury sent buttons to chapter members proclaiming the "International Sisterhood of Teamsters," women Teamsters and wives were inspired to start a women's caucus within the chapter. They held their first meeting on April 8 and by the end of the meeting 100% of those in attendance had become TDU members.

Future Plans

With so much activity going on chapter members still have begun to talk about holding an educational workshop sometime this summer. They also are making plans to attend the TDU Convention in the fall. Three members attended last year and brought the excitement back to Oklahoma; this year they'd like to see a caravan traveling up I-44.

"Teamsters and other unions (CWA, Machinists, UFCW, UAW) in Oklahoma are setting an example with the way we've banded together and supported the IEC strike with food, cash, picket duty, and moral support," said Deforest Haskell, a CF dock worker and a chapter leader.

"We also owe our gratitude to long-time TDUs in our local like Bill Shelton and A.W. Joslin, who stuck it out during the hard times. We've got a lot of proud Teamsters in this area."



Teamsters at IEC, a commercial air-conditioning manufacturer, have been on strike since May 20 in Oklahoma City. Pictured are pickets Linda Maxwell (l.) and Norma Columbus.

Fundraisers for Campaign Debt Draw Crowds to See Carey

Terry Lovan, Local 667
Jackie Jenkins, Local 891
Memphis

A fundraiser to help IBT President Ron Carey retire his campaign debt from the December election was held in the Memphis area on May 9. Three other members of the General Executive Board also attended: Aaron Belk of Memphis, who hosted the event; Diana Kilmury, the first woman GEB member; and Dennis Skelton, acting IBT freight director.

Carey, Belk and Kilmury began the day by visiting Roadway, CF and Yellow Freight terminals where they met road drivers who would be working and unable to attend the afternoon barbecue. This was a surprise to the members, and showed that our new president and executive board have not forgotten that it was the members who elected them to office.

Some 400 people attended the main event of the day, including rank and file Teamsters and spouses, local officers and a Mississippi state representative. Members attended from as far away as Nashville, Dallas, Jackson, Miss., Shreveport, La., and Little Rock, Ark.

Teamsters from Nashville presented Carey with a \$1,600 donation. The Memphis fund-raising committee will be sending nearly \$11,000 to help retire the debt. We are proud of our new president and executive board and stand with them on the road to the New Teamsters Union.

We would like to thank the many volunteers who made this event a great success—those who stayed up all night cooking, baked pies and served the guests, and those who went out and sold tickets. And thanks to Carey, Kilmury, Belk and Skelton.

This event showed what true unionism is all about. If we all stand tall and proud together in the New Teamsters

Union we can meet our challenges and come out winners in whatever may come our way.

Shreveport Event a Big Success

Shreveport Teamsters raised over \$13,000 at a fundraiser on May 23 for the Carey campaign debt. Present were Carey, and International VPs Belk and Doug Mims. The day's events included a meeting at Local 568's union hall, a truck stop visit with about 80 Teamsters, and a benefit dinner in the evening attended by 275 Teamsters and spouses.

"This was a huge success," said Duane Tyler, a Local 568 carhauler and an organizer of the event, along with his wife, Millie, and others. "It really rejuvenated my spirits and my commitment to TDU."

Carey's dinner message emphasized his continued commitment to root out corruption, and improve pension and H&W plans. He remarked that some union officials in the Southern Conference are attempting to block meaningful reform programs that he intends to initiate.

North Carolina TDU Grows

As a result of the IBT election in December, more and more Teamsters are learning that the rank and file can make a difference. This is especially true in North Carolina, the home state of R.V. Durham, president of Local 391. At TDU organizing meetings in May, North Carolina Teamsters discussed that it is time to bring the spirit of the New Teamsters Union home to Local 391. New memberships are coming into the TDU office from this area on a daily basis. Many are from the North Carolina Miller brewery and Miller can plant.

Reform Movement Takes Root in Illinois Local 301

Ron Rhodes
Local 301, Peet Frate
Waukegon, Ill.

We held our first TDU meeting in Local 301 on April 25. Over 40 active members, retirees and spouses came to this meeting. The election of the Ron Carey reform slate has sparked new life in this local. For example, about 50 members came to the May general membership meeting. This was probably the first time in decades that anyone showed up at a regular union meeting. We even shocked our officers by voting to hold meetings through the summer.

Iowa Local Votes for Steward Elections

Richard Olson
Local 90, UPS
Des Moines, Iowa

On April 16, at the general membership meeting of Teamsters Local 90 in Des Moines, Iowa, members voted 48 to 1 to amend their bylaws for the right to elect shop stewards.

Everyone who attended was surprised by the overwhelming sup-

port for elected stewards. In 1984 a similar amendment was defeated, but local activists worked vigorously for eight years to organize fellow rank and filers to support the change. Their hard work certainly paid off.

The reform movement is just getting started here in Local 301, but we can already see results. In addition to the members coming out for the union meetings, the business agents have started coming out to the job sites! We know that we can finish the job of reforming and revitalizing this union. We did it at the top, now we're going to do it at the local level.

As one Local 90 member stated, "The membership is just beginning to realize its potential and importance in the New Teamsters Union."

LETTERS FROM OUR MEMBERS

Wake Up—There's Still a Lot to Do

Teamsters, wake up! We have changed the leadership in my Local 728, and now the old guard has been ousted in the International. At long last the future looks very bright for all Teamsters.

None of this would have been possible without the tireless efforts of Ken Paff and the rest of the TDU staff. TDU's knowledge and teaching got us here.

There are still a lot of problem locals—that's why TDU is still needed.

My donation is in, I hope yours is.

Ron Mullis
Local 728 trustee
Augusta, Ga.

Speak Out on Deregulation

Enclosed please find a letter that a few of us have put together to send to our congressman to explain our feelings on HR 3221. We distributed copies of this letter to drivers around the state of Washington and found the response very favorable.

If you feel this would be a tool for anybody who would like to express their feelings on this bill and don't know quite what to say, please feel free to use this letter in any way you feel fit.

I would like to thank every one of you for all that you have done over the years to bring back some respect and dignity to a union that has been very short of it for a long time. You have made me feel proud to call myself a Teamster.

Bob Holman
Local 690, UPS
Mead, Wash.

Sample Letter on HR 3221

I have been a member of the silent majority for many years. However, I must speak out for a vanishing part of the "Great American Dream": job security for the working-class citizen. Middle-class America is made up of hard working people, many of whom are members of honestly run labor unions which are under fire and in danger of being destroyed by the ever-increasing move toward deregulation in our great nation.

Over the past several years, the results of this trend to deregulate various industries are well documented. While promising to increase services and lower prices, the end result remains consistent: far poorer service to the general public with, if anything, higher prices. Who suffers? Middle-class America. Who continues to reap the benefits? Major corporations.

Once again another bill is now proposed to deregulate yet another industry. HR 3221 would deal a fatal blow to the trucking industry and only widen the enormous gap between the big corporations and the major tax-paying sector of our society.

As a member of that middle class, tax-paying majority and a voter who

still believes in the system of "by the people, for the people," I urge you to vote NO on HR 3221 and any similar legislation in the future. Help unite America instead of continuing to drive it further apart.

I rest assured you will give this matter your full attention and urge your fellow lawmakers to do likewise. With the leadership of our elected officials like yourself, this great nation and the system it was built upon can once again become economically strong.

Clerical Teamster Speaks Out

I wish TDU would focus more on the very low paid and under-protected clerical Teamsters. We are mostly women, and growing in numbers as our country moves to a service-oriented economy. We have limited, if any, maternity benefits and no child care provisions, yet we often have the whole burden of raising children. We are humiliated by our bosses and condemned to work in these dead-end jobs. Yet women have always been a vital part—even the backbone of—the union movement.

Jane Averill
Local 743, University of Chicago
Chicago

Maintain Past Gains at Yellow

I am a Yellow Freight employee, a road driver, and as an employee I feel I am Yellow Freight. A great majority of Yellow Freight employees belong to organized labor, under the title of International Brotherhood of Teamsters. We in the IBT have now elected leaders who are dedicated to representing us, when circumstances prevent us from representing ourselves. We do have democracy.

As employees of Yellow Freight

we have an obligation to ourselves to prosper, to work in a safe and profitable manner, securing our pride and our standard of living. As for the regional freight proposal, I am for growth in the regional market, but not at the expense of the things we as organized labor have worked for to secure our respect and standard of living. Our negotiation committee will present to the membership of Yellow Freight a reasonable and acceptable proposal, but not a proposal that will undermine and destroy our past efforts.

In my job classification our biggest problem is dispatch information. Thousands of productive hours are lost daily due to incompetence on behalf of management. After 12 hours on the job, one's mental and physical capability makes communications very bad at best. This could be improved on greatly. As for productivity, our biggest complaint was weak and bad equipment. We now have better equipment, so let's join together and produce with it. It takes no effort.

Bernie J. Cooper
Local 795, Yellow Freight
Liberal, Kan.

Work to Build Our Membership

Keep up the good work. We need to keep striving to better our union and build up our membership. We must back up Ron Carey and his staff and stand tall behind them. This is a great union and I'm very proud to be a member of the New Teamsters Union. I think it is becoming this New Union because of all the efforts of the members of TDU. We all must congratulate ourselves and keep up the good work.

William Mayhew
Local 100, Carolina Freight
Belpre, Ohio

TDU Meets

ARIZONA
Saturday, July 18
3 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA
Saturday, June 6
7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

CLEVELAND
Tuesday, June 9
6-9 p.m.
Dimitri's Restaurant
5275 Brecksville Rd.
Richfield, Ohio

GARY, IND.
Sunday, June 7
5 p.m.
Quality Inn
I-80/I-94 at Cline

INDIANAPOLIS
Saturday, June 20
2 p.m.
Waterfront Plaza Best Western
Off I-465, Speedway/Clermont exit

LITTLE ROCK, ARK.
Saturday, June 6
Noon
Western Sizzlin' Steakhouse
8312 Geyer Springs Rd.

LOUISVILLE
Wednesday, June 10
8 p.m.
Executive Inn
978 Phillips Lane

MEMPHIS
Sunday, July 12
3 p.m.
Airport Inn
Lamar Avenue

NEW YORK CITY
Sunday, June 14
10 a.m.
American Legion
510 Shaler Blvd., Richfield, N.J.

TEXARKANA, ARK.
Sunday, June 7
2 p.m.
La Quinta Inn, room 201
5201 Stateline Ave.



The employers fear one thing the most: an organized, informed and active rank and file. Their dreams of concessions, unfair discipline and arbitrary work rules are haunted by the spectre of a strong union with an active membership.

Make your employer's worst nightmare a reality—attend the TDU Rank & File Convention. Active Teamsters from across North America will gather to share information, learn their rights and how to defend them, and plan strategy for building a stronger union. Plan now to join them.

1992 TDU Rank & File Convention

Oct. 23-25 • St. Louis

For more information, see future issues of **Convoy Dispatch** or contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600

Where Is the Old Guard?

In the December election, we soundly defeated the old guard candidates. Jerry Cook, Mike Riley, Walter Shea, Harold Leu, Larry Brennan, Dan Ligurotis and the rest of that millionaire crowd were sent packing, right?

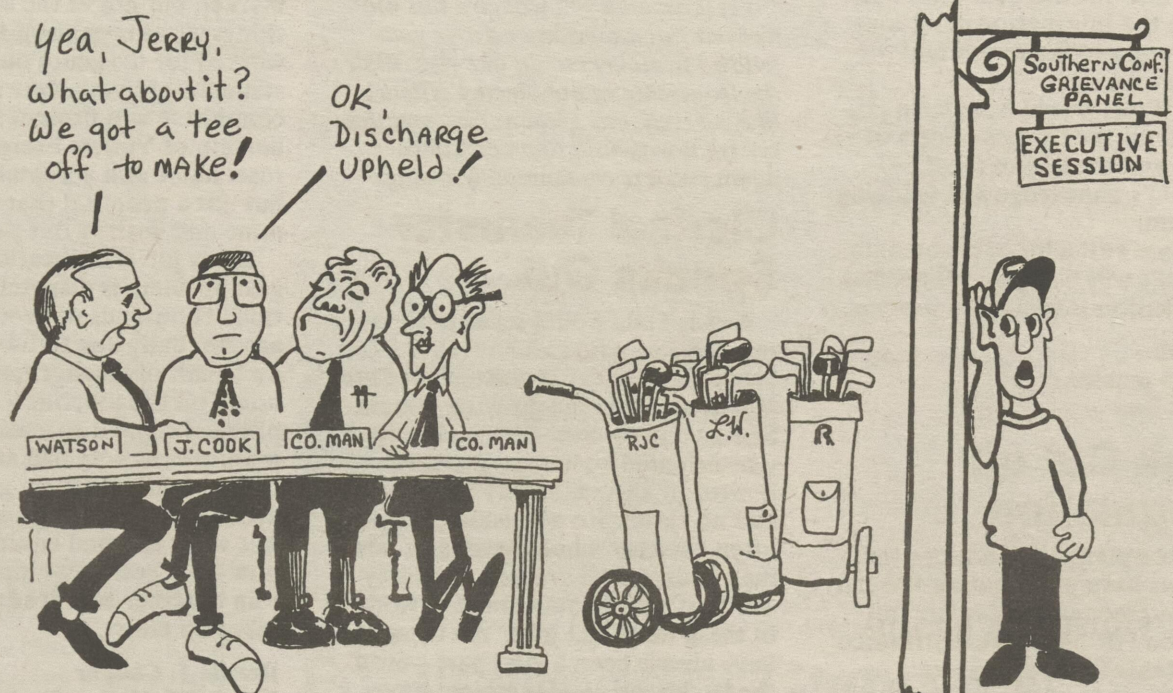
Yes and no. They were blasted out of the International union, replaced by a progressive new leadership. Your vote changed the course of history! But that doesn't mean it's all over. They still hold power in other parts of the Teamster power structure.

Do you realize that the Western Conference is controlled by Mike Riley? The Eastern by Walter Shea? The Southern by Jerry Cook? Do you know that Harold Leu still sits as a trustee of the Central States Pension Fund? Do you realize that these old guard remnants still control millions of Teamster dues dollars and are plotting to block reforms and initiatives in the New Teamsters Union?

Do you realize that Jack Yager of the Central Conference still appoints the grievance panel members there? That when Ron Carey removed do-nothing International Reps from the payroll in the South that Jerry Cook started hiring them as Conference Reps?

Yes, we started a revolution when we elected the Ron Carey slate. But we didn't finish it. We have a lot to do!

Ron Carey and the International leadership have certain powers that can be used to check these dinosaurs. But it is not that simple. A lot depends on *you*, the Teamster membership. ...



THE OLD GUARD IN ACTION

Join With Teamsters Working for a Stronger Union

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

TDU membership is kept confidential from employers and union officials.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Together We Can Finish the Job

Ron Carey has pledged to work with all Teamsters. If you want action to get the old guard out of the way, you will have to join with others to make it happen.

What Do We Need to Do?

- We need to organize to change our local unions.
- We need to support those Teamsters in the Southern Conference who are taking action to rid themselves of Jerry Cook and his crowd.
- We need to let Ron Carey and the General Executive Board know we are behind positive actions to get our union moving forward, including clearing out the roadblocks that are being built with our own dues money.
- We need to support the organization that's fighting to finish the job and rebuild our union—
JOIN TDU TODAY!